



TORQ Analysis of Mail Clerks and Mail Machine Operators, Except Postal Service to Stock Clerks- Stockroom, Warehouse, or Storage Yard

INPUT SECTION:

Transfer	Title	O*NET	Filters		
From Title:	Mail Clerks and Mail Machine Operators, Except Postal Service	43-9051.00	Abilities:	Importance Level: 50	Weight: 1
To Title:	Stock Clerks- Stockroom, Warehouse, or Storage Yard	43-5081.03	Skills:	Importance Level: 69	Weight: 1
Labor Market Area:	Maine Statewide		Knowledge:	Importance Level: 69	Weight: 1

OUTPUT SECTION:

Grand TORQ:

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Ability TORQ		Skills TORQ		Knowledge TORQ	
Level	85	Level	87	Level	76

Gaps To Narrow if Possible				Upgrade These Skills				Knowledge to Add			
Ability	Level	Gap	Impt	Skill	Level	Gap	Impt	Knowledge	Level	Gap	Impt
Extent Flexibility	53	23	53	No Skills Upgrade Required!				No Knowledge Upgrades Required!			
Multilimb Coordination	44	14	56								
Static Strength	42	8	53								
Oral Comprehension	51	7	59								
Information Ordering	42	5	56								
Problem Sensitivity	41	4	59								
Oral Expression	48	4	53								
Deductive Reasoning	39	2	59								
Inductive Reasoning	39	2	53								
Speech Clarity	37	2	53								
Near Vision	42	1	56								

LEVEL and IMPT (IMPORTANCE) refer to the Target Stock Clerks- Stockroom, Warehouse, or Storage Yard. GAP refers to level difference between Mail Clerks and Mail Machine Operators, Except Postal Service and Stock Clerks- Stockroom, Warehouse, or Storage Yard.

ASK ANALYSIS

Ability Level Comparison - Abilities with importance scores over 50



Description	Mail Clerks and Mail Machine Operators, Except Postal Service	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance
Oral Comprehension	44	51	59
Problem Sensitivity	37	41	59
Deductive Reasoning	37	39	59
Information Ordering	37	42	56
Manual Dexterity	39	37	56
Multilimb Coordination	30	44	56
Near Vision	41	42	56
Oral Expression	44	48	53
Inductive Reasoning	37	39	53
Static Strength	34	42	53
Extent Flexibility	30	53	53
Speech Clarity	35	37	53
Skill Level Comparison - Abilities with importance scores over 69			
Description	Mail Clerks and Mail Machine Operators, Except Postal Service	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance
Knowledge Level Comparison - Knowledge with importance scores over 69			
Description	Mail Clerks and Mail Machine Operators, Except Postal Service	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Importance

Experience & Education Comparison						
Related Work Experience Comparison				Required Education Level Comparison		
Description		Mail Clerks and Mail Machine Operators, Except Postal Service		Stock Clerks- Stockroom, Warehouse, or Storage Yard		
Description		Mail Clerks and Mail Machine Operators, Except Postal Service		Stock Clerks- Stockroom, Warehouse, or Storage Yard		
10+ years		0%	0%	Doctoral	0%	0%
8-10 years		0%	0%	Professional Degree	0%	0%
6-8 years		0%	0%	Post-Masters Cert	0%	0%
4-6 years		3%	1%	Master's Degree	0%	0%
2-4 years		1%	0%	Post-Bachelor Cert	0%	0%
1-2 years		3%	3%	Bachelors	0%	1%
6-12 months		10%	19%	AA or Equiv	0%	0%
3-6 months		4%	11%	Some College	6%	0%
1-3 months		7%	0%	Post-Secondary Certificate	1%	0%
0-1 month		5%	2%	High Scool Diploma or GED	37%	51%
None		63%	60%	No HSD or GED	54%	46%
Mail Clerks and Mail Machine Operators, Except Postal Service				Stock Clerks- Stockroom, Warehouse, or Storage Yard		
Most Common Educational/Training Requirement:						
Short-term on-the-job training				Short-term on-the-job training		
Job Zone Comparison						



1 - Job Zone One: Little or No Preparation Needed

No previous work-related skill, knowledge, or experience is needed for these occupations. For example, a person can become a cashier even if he/she has never worked before.

These occupations may require a high school diploma or GED certificate. Some may require a formal training course to obtain a license.

Employees in these occupations need anywhere from a few days to a few months of training. Usually, an experienced worker could show you how to do the job.

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Tasks

Mail Clerks and Mail Machine Operators, Except Postal Service

Core Tasks

Generalized Work Activities:

- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.
- Controlling Machines and Processes - Using either control mechanisms or direct physical activity to operate machines or processes (not including computers or vehicles).
- Performing General Physical Activities - Performing physical activities that require considerable use of your arms and legs and moving your whole body, such as climbing, lifting, balancing, walking, stooping, and handling of materials.
- Getting Information - Observing, receiving, and otherwise obtaining information from all relevant sources.
- Evaluating Information to Determine Compliance with Standards - Using relevant information and individual judgment to determine whether events or processes comply with laws, regulations, or standards.

Specific Tasks

Occupation Specific Tasks:

- Accept and check containers of mail or parcels from large volume mailers, couriers, and contractors.
- Add ink, fill paste reservoirs, and change machine ribbons when necessary.
- Adjust guides, rollers, loose card inserters, weighing machines, and tying arms, using rules and hand tools.
- Affix postage to packages or letters by hand, or stamp materials, using postage meters.
- Answer inquiries regarding shipping or mailing policies.
- Clear jams in sortation equipment.
- Contact delivery or courier services to arrange delivery of letters and parcels.

Stock Clerks- Stockroom, Warehouse, or Storage Yard

Core Tasks

Generalized Work Activities:

- Communicating with Supervisors, Peers, or Subordinates - Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.
- Coordinating the Work and Activities of Others- Getting members of a group to work together to accomplish tasks.
- Establishing and Maintaining Interpersonal Relationships - Developing constructive and cooperative working relationships with others, and maintaining them over time.
- Organizing, Planning, and Prioritizing Work - Developing specific goals and plans to prioritize, organize, and accomplish your work.
- Handling and Moving Objects - Using hands and arms in handling, installing, positioning, and moving materials, and manipulating things.

Specific Tasks

Occupation Specific Tasks:

- Change the price of books in a warehouse.
- Compare printed price tickets with entries on purchase orders to verify accuracy and notify supervisor of discrepancies.
- Indicate item size, style, color, and inspection results on tags, tickets, and labels, using rubber stamp or writing instrument.
- Keep records of production, returned goods, and related transactions.
- Mark selling price by hand on boxes containing merchandise.
- Pin, paste, sew, tie, or staple tickets, tags, or labels to article.
- Put price information on tickets, marking by hand or using ticket-printing machine.
- Record number and types of articles marked and pack articles in boxes.
- Record price, buyer, and grade of product



- Determine manner in which mail is to be sent, and prepare it for delivery to mailing facilities.
- Fold letters or circulars and insert them in envelopes.
- Insert material for printing or addressing into loading racks on machines, select type or die sizes, and position plates, stencils, or tapes in machine magazines.
- Inspect mail machine output for defects; determine how to eliminate causes of any defects.
- Lift and unload containers of mail or parcels onto equipment for transportation to sortation stations.
- Mail merchandise samples or promotional literature in response to requests.
- Operate computer-controlled keyboards or voice recognition equipment in order to direct items according to established routing schemes.
- Operate embossing machines or typewriters to make corrections, additions, and changes to address plates.
- Place incoming or outgoing letters or packages into sacks or bins based on destination or type, and place identifying tags on sacks or bins.
- Read production orders to determine types and sizes of items scheduled for printing and mailing.
- Release packages or letters to customers upon presentation of written notices or other identification.
- Remove containers of sorted mail/parcels, and transfer them to designated areas according to established procedures.
- Remove from machines printed materials such as labeled articles, postmarked envelopes or tape, and folded sheets.
- Seal or open envelopes, by hand or by using machines.
- Sell mail products, and accept payment for products and mailing charges.
- Sort and route incoming mail, and collect outgoing mail, using carts as necessary.
- Stamp dates and times of receipt of incoming mail.
- Start machines that automatically feed plates, stencils, or tapes through mechanisms, and observe machine operations in order to detect any malfunctions.
- Use equipment such as forklifts and automated "trains" to move containers of mail.
- Verify that items are addressed correctly, marked with the proper postage, and in suitable condition for processing.
- Weigh packages or letters to determine postage needed, using weighing scales and rate charts.
- Wrap packages or bundles by hand, or by using tying machines.

on tickets attached to products auctioned.

Detailed Tasks

Detailed Work Activities:

- attach or mark identification onto products or containers
- complete record of production
- fill out business or government forms
- maintain records, reports, or files
- manage inventories or supplies
- measure, weigh, or count products or materials
- package goods for shipment or storage
- perform clerical duties including typing, accepting orders, or sorting mail
- price merchandise
- process returned merchandise
- retrieve or place goods from/into storage
- stock or organize goods
- use computers to enter, access or retrieve data
- use inventory control procedures
- use oral or written communication techniques
- verify completeness or accuracy of data

**Detailed Tasks****Detailed Work Activities:**

- answer customer or public inquiries
- demonstrate or explain assembly or use of equipment
- distribute correspondence or mail
- fill out business or government forms
- insert mail into slots of mail rack
- inspect mail preparation or handling machine output for defects
- inspect outgoing mail for conformance to standards or accuracy
- maintain inventory of office forms
- maintain records, reports, or files
- measure, weigh, or count products or materials
- monitor operation of document sorting machine
- monitor operation of mail preparation or handling machines
- operate alpha or numeric mail sorting systems
- operate business machines
- operate printing equipment/machinery
- package goods for shipment or storage
- process mail through postage machine
- process orders for merchandise
- proofread printed or written material
- provide customer service
- provide customer service in postal or mail service setting
- read work order, instructions, formulas, or processing charts
- set up production equipment or machinery
- sort mail letters or packages
- use computers to enter, access or retrieve data
- use oral or written communication techniques

Labor Market Comparison

Description	Mail Clerks and Mail Machine Operators, Except Postal Service	Stock Clerks- Stockroom, Warehouse, or Storage Yard	Difference
Median Wage	\$ 23,250	\$ 19,860	\$(3,390)
10th Percentile Wage	\$ 15,120	\$ 15,330	\$ 210
25th Percentile Wage	N/A	N/A	N/A
75th Percentile Wage	\$ 28,470	\$ 24,350	\$(4,120)
90th Percentile Wage	\$ 33,170	\$ 30,370	\$(2,800)



Mean Wage	\$ 23,730	\$ 21,410	\$(2,320)
Total Employment - 2007	490	7,670	7,180
Employment Base - 2006	485	7,601	7,116
Projected Employment - 2016	395	6,921	6,526
Projected Job Growth - 2006-2016	-18.5 %	-8.9 %	9.6 %
Projected Annual Openings - 2006-2016	13	180	167

National Job Posting Trends

Trend for Mail Clerks and Mail Machine Operators, Except Postal Service

Trend for
Stock
Clerks-
Stockroom,
Warehouse,
or Storage
Yard



Data from [Indeed](http://Indeed.com)

Recommended Programs

General Office/Clerical and Typing Services

General Office Occupations and Clerical Services. A program that prepares individuals to provide basic administrative support under the supervision of office managers, administrative assistants, secretaries, and other office personnel. Includes instruction in typing, keyboarding, filing, general business correspondence, office equipment operation, and communications skills.

Institution	Address	City	URL
Northern Maine Community College	33 Edgemont Dr	Presque Isle	www.nmcc.edu
Retailing and Retail Operations			



Retailing and Retail Operations. A program that prepares individuals to perform operations associated with retail sales in a variety of settings. Includes instruction in over-the-counter and other direct sales operations in business settings, basic bookkeeping principles, customer service, team/staff leadership and supervision, floor management, and applicable technical skills.

No schools available for the program

Maine Statewide Promotion Opportunities for Mail Clerks and Mail Machine Operators, Except Postal Service

O* NET Code	Title	Grand TORQ	Job Zone	Employment	Median Wage	Difference	Growth	Annual Job Openings
43-9051.00	Mail Clerks and Mail Machine Operators, Except Postal Service	100	1	490	\$23,250.00	\$0.00	-19%	13
43-5053.00	Postal Service Mail Sorters, Processors, and Processing Machine Operators	88	2	970	\$41,950.00	\$18,700.00	-12%	10
51-6041.00	Shoe and Leather Workers and Repairers	80	2	90	\$25,030.00	\$1,780.00	-19%	3
51-9061.00	Inspectors, Testers, Sorters, Samplers, and Weighers	80	2	1,700	\$29,700.00	\$6,450.00	-14%	26
43-5051.00	Postal Service Clerks	79	2	580	\$44,780.00	\$21,530.00	-3%	13
29-2051.00	Dietetic Technicians	79	3	170	\$27,270.00	\$4,020.00	13%	7
43-5111.00	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	79	1	310	\$28,060.00	\$4,810.00	-3%	8
43-5052.00	Postal Service Mail Carriers	79	1	1,730	\$43,190.00	\$19,940.00	-3%	50
51-2021.00	Coil Winders, Tapers, and Finishers	79	2	90	\$31,910.00	\$8,660.00	-53%	1
51-3021.00	Butchers and Meat Cutters	79	2	430	\$31,310.00	\$8,060.00	5%	16
43-4031.03	License Clerks	78	2	1,190	\$27,650.00	\$4,400.00	9%	37
43-4031.01	Court Clerks	77	2	1,190	\$27,650.00	\$4,400.00	9%	37
43-5071.00	Shipping, Receiving, and Traffic Clerks	77	2	2,660	\$26,320.00	\$3,070.00	-1%	63
43-9071.00	Office Machine Operators, Except Computer	77	1	190	\$26,260.00	\$3,010.00	-5%	6
51-2092.00	Team Assemblers	76	2	3,850	\$23,730.00	\$480.00	-7%	82



Top Industries for Stock Clerks- Stockroom, Warehouse, or Storage Yard

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Grocery stores	445100	23.82%	406,079	370,728	-8.71%
Department stores	452100	16.56%	282,337	232,482	-17.66%
Other general merchandise stores	452900	9.11%	155,334	175,987	13.30%
Warehousing and storage	493100	3.42%	58,300	65,157	11.76%
Employment services	561300	2.57%	43,742	46,324	5.90%
Clothing stores	448100	2.50%	42,692	37,499	-12.16%
Grocery and related product wholesalers	424400	2.26%	38,557	35,278	-8.50%
Pharmacies and drug stores	446110	1.85%	31,599	29,366	-7.07%
General medical and surgical hospitals, public and private	622100	1.51%	25,696	23,804	-7.36%
Miscellaneous nondurable goods merchant wholesalers	424900	1.11%	18,994	17,279	-9.03%
Electronics and appliance stores	443100	0.97%	16,458	13,754	-16.43%
Wholesale electronic markets and agents and brokers	425100	0.95%	16,236	15,416	-5.05%
Office supplies, stationery, and gift stores	453200	0.91%	15,522	10,716	-30.97%
Motor vehicle and motor vehicle parts and supplies merchant wholesalers	423100	0.82%	14,032	13,402	-4.49%
Local government, excluding education and hospitals	939300	0.80%	13,602	12,785	-6.00%

Top Industries for Mail Clerks and Mail Machine Operators, Except Postal Service

Industry	NAICS	% in Industry	Employment	Projected Employment	% Change
Advertising and related services	541800	13.09%	19,902	20,577	3.39%
Employment services	561300	6.47%	9,834	9,148	-6.98%
Newspaper publishers	511110	5.47%	8,311	5,233	-37.03%
Federal government, excluding postal service	919999	4.85%	7,382	5,130	-30.52%
Management of companies and enterprises	551100	3.77%	5,728	4,853	-15.27%
Religious organizations	813100	3.71%	5,649	4,983	-11.79%
Data processing, hosting, and related services	518200	3.58%	5,446	5,411	-0.64%
Colleges, universities, and professional schools, public and private	611300	3.16%	4,809	3,954	-17.77%
Printing and related support activities	323100	2.83%	4,298	2,503	-41.76%
Couriers	492100	2.30%	3,494	2,760	-21.02%



Direct insurance (except life, health, and medical) carriers	524120	2.24%	3,403	2,615	-23.18%
Depository credit intermediation	522100	2.16%	3,284	2,461	-25.06%
Electronic shopping and mail-order houses	454100	1.84%	2,798	2,572	-8.06%
Legal services	541100	1.82%	2,760	2,228	-19.27%
Insurance agencies and brokerages	524210	1.42%	2,165	1,800	-16.86%